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March 14, 2024

**House File 4050 (Kozlowski)**

Dear Chair Nelson and House Labor and Industry Committee Members,

The National Federation of Independent Business (NFIB) represents over 10,000 small businesses across Minnesota. Our mission is to promote and protect the right of our members to own, operate, and grow their businesses.

NFIB Minnesota opposes HF 4050, which doubles the long-standing cap on annual minimum wage inflationary adjustments, eliminates the small business minimum wage, and eliminates the training wage for employees under the age of 18. The increase from the current small business and training wage to the current large employer wage is 23%.

According to NFIB's most recent monthly Jobs Report, labor costs are the single largest problem for one in ten small businesses. This bill will worsen that problem, make it harder for small employers to take chances on younger and lower skilled workers, and impact pay structures throughout a business.

Thank you for considering our members' perspective.

Sincerely,

A handwritten signature in black ink, appearing to read 'John L. Reynolds', is written above the typed name.

John L. Reynolds  
Minnesota State Director  
National Federation of Independent Business  
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